

EXHIBIT NNN

M S Pゴシック

Re: *Confidential: General Counsel & Chief Compliance Officer

From: Ken 2905413 Fujiwara/AP/MCC

To: Donna USA0007 Costa/USAP/USA@USA@FCD

Cc: Masanori 3113541 Sakaguchi/AP/MCC@MCC

Date: Nov 11 2015 07:47:41 PM

Custodian information**Internal custodians (1)**

Included in search (1)	Donna USA0007 Costa/USAP/USA	Custodians who were included in the search.
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External email addresses (3)

ken 2905413 fujiwara/ap/mcc donna usa0007 costa/usap/usa@usa@fcd masanori 3113541 sakaguchi/ap/mcc@mcc	Email addresses found on messages in the search results that are external to your company.
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Total # of custodians (4)

Metadata information	
\$Abstract	Donna, Thank you for the information. Yo do not need to notify those people, but I will.
\$Mailer	IBM Notes Release 9.0.1 SHF417 May 08, 2014
\$MessageID	<OFC4D56457.E94700A5-ON49257EFB.00030C7E-49257EFB.00045DF1@LocalDomain>
\$NameLanguageTags	en
\$OnBehalfOf	Ken 2905413 Fujiwara/AP/MCC
\$Revisions	Nov 11 2015 07:47:42 PM
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AltSendTo	Donna USA0007 Costa/USAP/USA@USA@FCD
ConfidentialString	機密情報
dLogo	StdNotesLtr0
DeliveredDate	Nov 11 2015 07:47:42 PM
FromDomain	MCC@FCD
GdTrack	by USWF0398.1.6.17 11/11/2015 08:13:14 PM
InheritedAltFrom	Donna USA0007 Costa/USAP/USA@USA@FCD@USA@FCD
InheritedFrom	Donna USA0007 Costa/USAP/USA@USA@FCD
InheritedFromDomain	USA@FCD
In_Reply_To	<OFD6493BC7.91865295-ON85257EFA.007E8078-85257EFA.007EE320@LocalDomain>
INetSendTo	Donna_Costa@m-chem.com
Logo	StdNotesLtr0
OriginalModTime	Nov 11 2015 07:47:41 PM
PRINCIPAL	Ken 2905413 Fujiwara/AP/MCC
References	<OF51746A6D.6BE569D9-ON85257EBC.006EECD2-85257EBC.00701772@LocalDomain> <OF60548519.28BF29CD-ON85257ECA.006B766E-85257ECA.006D2E43@LocalDomain> <OFE62B36B5.5AFE609F-ON49257ECB.002B10AC-49257ECB.002BEA1A@LocalDomain> <OFD6493BC7.91865295-ON85257EFA.007E8078-85257EFA.007EE320@LocalDomain>
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RouteTimes	Nov 11 2015 07:47:41 PM Nov 11 2015 07:47:42 PM

Donna,

Thank you for the information. Yo do not need to notify those people, but I will.

What you need to do is to draw a clear picture to explain the increase of MCHA running cost and justifiable allocation of that to affiliates or parents. I had a chance to discuss this briefly with Iguchi-san last Monday, who seemed to have talked this matter with those from MCHC Corporate Management office, headed by Date-san. I think you better speak to him directly upon your coming visit to Japan.

Anyway, thank you for your great efforts to cope with this difficult situation. We hope things settle in peace.

Regards, Ken

送信元: Donna USA0007 Costa/USAP/USA@USA

Def 001073

宛先: Ken 2905413 Fujiwara/AP/MCC@MCC@FCD, Masanori 3113541 Sakaguchi/AP/MCC@MCC
日付: 2015/11/12 08:06
件名: *Confidential: General Counsel & Chief Compliance Officer

Dear Ken and Sakaguchi-san:

I notified Jennifer this afternoon that Nick will join as General Counsel and Chief Compliance Officer effective November 30 and that she will return to her prior position as Assistant General Counsel at that time. She is not happy, but she responded maturely and indicated that she will continue to work and do her job. I will let you know if there are any changes or developments.

Would you like to notify the appropriate people in Japan (Ohira-san, Kosakai-san, Nakamura-san, Date-san, Hanawa-san, etc.) or should I?

Regards,
Donna

Donna Costa
President
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From: Ken 2905413 Fujiwara/AP/MCC@MCC
To: Donna USA0007 Costa/USAP/USA@USA@FCD
Cc: Masanori 3113541 Sakaguchi/AP/MCC@MCC
Date: 09/25/2015 03:59 AM
Subject: Re: *Confidential: ** Confidential - Privileged - JF **

Dear Donna,

Thank you for your having taken into account what we discussed and proposing the compromise. We agree to your new approach.

Also, I spoke with Oohira-san to explain the situation this afternoon. He was a bit surprised but understand the way how we deal with it.

I think you can speak to Jennifer when you think appropriate, without waiting until the end of this month.

Thank you again for your thoughts.

Regards, Ken

Def 001074

送信元: Donna USA0007 Costa/USAP/USA@USA
宛先: Ken 2905413 Fujiwara/AP/MCC@MCC, Masanori 3113541 Sakaguchi/AP/MCC@MCC
日付: 2015/09/25 04:52
件名: *Confidential: ** Confidential - Privileged - JF **

Dear Ken and Sakaguchi-san:

Thank you for your time yesterday immediately after your return from Silver "Week".

I have considered Sakaguchi-san's request further, and have concluded that I am willing to offer Jennifer to return to her prior position rather than terminating her. If she does not accept, we will give her a severance package. If she does accept, we will return her to her former title and compensation package and we will do our best to make it work.

I hope that with this compromise you are prepared to approve the proposal next week. If there are further matters you would like me to address before you make your decision, please let me know. I have a strong candidate who I believe will be able to begin work in October or November.

Regards,
Donna

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Def 001075